



Health Services
LOS ANGELES COUNTY

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September 11, 2007

TO: Each Supervisor

FROM: Bruce A. Chernof, M.D.
Director and Chief Medical Officer

SUBJECT: **NURSING STRATEGIC PLAN AND RECRUITMENT
AND RETENTION UPDATE APRIL 1, 2007 – JUNE 30,
2007**

Bruce A. Chernof, MD
Director and Chief Medical Officer

John R. Cochran III
Chief Deputy Director

Robert G. Splawn, MD
Senior Medical Director

Attached for your review is a quarterly update on the progress of the strategic plan initiatives as well as a report on nurse recruitment and retention for the period of April 1, 2007 through June 30, 2007.

Nursing Strategic Plan Update

I. Recruitment

Recruitment statistics, as reflected in Attachments I & II, demonstrate that through our recruitment efforts, Department of Health Services (DHS) recruitment of new Registered Nurse (RN) graduates from California Community Colleges and International nursing schools continues to increase.

II. Registry Reduction Plan

The Office of Nursing Affairs (ONA) is continuing its aggressive strategy in reducing registry expenses. Certified Nursing Attendant (CNA) hiring and Registered Nurse (RN) hiring continues with 87 CNA's and 125 RN's hired during the second quarter (see Attachment III).

III. Centralized Database

All recruitment and retention statistics are being tracked and trended using a centralized database. The information provided by the facility nurse recruiters includes:

- Number of new hires and terminations (see Attachment III & IV)
- Reasons for declining employment (see Attachment V)
- Reasons for terminations (see Attachment VI)

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III. Centralized Database (cont'd)

A database has been established to track return on investment (ROI) from job fairs, advertising venues, etc. The information provided by the facility nurse recruiters includes:

- RN Recruitment from Nursing Schools (see Attachment I)
- RN Hiring Sources (see Attachment II)

IV. Retention

A standardized exit interview format has been developed. It will be utilized by all facility nurse recruiters to track results of exit interviews. Results of exit interviews will be shared with facilities and an action plan will be developed to respond to issues identified during interviews.

National Nurses Week was celebrated county-wide May 6-12, 2007. The dedicated nurses working for DHS were recognized through a variety of week long festivities hosted by the ONA and facility nurse recruiters. Seventeen (17) outstanding nurses representing their respective departments were presented with scrolls from the Board of Supervisors. The ONA hosted a Continuing Education Conference at the California Endowment for County nurses to network and gain current information. Two sessions were held and 238 nurses participated in the conference.

V. Registry Utilization

The goal of the Department is to reduce reliance on registry nurses. Registry Utilization is tracked and trended by facility. There has been a downward trend on use of registry nurses, except for Rancho. Registry nurses were utilized to supplement staffing in response to increased patient volume and unfilled vacancies (see Attachment IX).

Nurse Recruitment and Retention Programs

Employee Referral Award Program (ERAP): This recruitment and retention program enhances recruitment of hard-to-fill licensed RN positions. This program awards current DHS employees for referring RN's to work for DHS. If a referred RN is hired, the referring DHS employee can receive up to \$1,000. During this reporting period, the ONA received 86 referrals and a total of 19 applicants were hired. From January 1, 2007 to June 30, 2007, there have been a total of 142 referral award applications received and 39 of those have been hired to date.

Tuition Reimbursement (TR): This retention program continues to be an effective method of providing financial assistance to DHS employees pursuing a nursing education. This program is now centralized under the ONA, which has shortened the time it takes to receive reimbursement from several months to an average of 30 days or less. From April 1, 2007 to June 30, 2007, a total of \$62,413.00 in TR has been distributed to DHS employees. From January 1, 2007 to June 30, 2007, a total of \$159,516.25 in TR has been distributed to DHS employees.

Relocation Incentive Program (RIP): This recruitment strategy provides financial assistance to RNs who relocate from at least 200 miles outside of Los Angeles County and work for DHS for a minimum of one year. Two (2) new hires received the Relocation Incentive monetary award during this reporting period.

Tutoring and Mentoring Programs at East Los Angeles Community College, Glendale Community College, and Los Angeles Valley College:

Efforts to establish visibility and a presence at the three (3) nursing schools involved in the Tutoring and Mentoring programs have continued. The goal is to increase employment of the student nurses and graduates at DHS facilities. ONA staff and faculty from the three nursing schools have been hosting recruitment activities to assist in nursing recruitment efforts prior to upcoming graduations.

East Los Angeles Community College (ELAC) School of Nursing

- All students received DHS Tutoring and Mentoring Program services
- Six (6) ELAC graduates were hired as staff nurses/interim permittees for DHS
- 85.14% of the graduates passed National Council Licensure Examination (NCLEX)
- From January 1, 2007, through June 30, 2007, a total of 13 students were hired.

Glendale Community College (GCC) School of Nursing

- All students received DHS Tutoring and Mentoring Program services
- Four (4) GCC graduates were hired as staff nurses/interim permittees for DHS
- 87.72% of the graduates passed NCLEX
- From January 1, 2007, through June 30, 2007, a total of eight (8) students were hired.

Los Angeles Valley College (LAVC) School of Nursing

- All students received DHS Tutoring and Mentoring Program services
- Three (3) LAVC graduates were hired as staff nurses/interim permittees for DHS
- 77.55% of the graduates passed NCLEX
- From January 1, 2007, through June 30, 2007, a total of six (6) students were hired.

Compton Community College (CCC)

- During this quarter, the ONA began the process of establishing a Tutoring and Mentoring program in the Second District to address the nursing shortage in the County system. The ONA met with the nursing faculty at CCC. The meeting explored strategies to provide academic and clinical training to prepare nursing students for professional licensure and for consideration of employment at County facilities.

College of Nursing and Allied Health (CONAH)

Recruitment at the CONAH continued with the goal of increasing employment of student nurses and retention of the graduates at DHS facilities.

The following recruitment strategies at the CONAH were provided during this quarter:

- Nurse Intern Program
- Resume Writing Presentations
- Recruitment Table at CONAH
- Hosted Open House

CONAH hiring statistics during this reporting period:

- 18 CONAH graduates were hired as staff nurses/interim permittees for DHS
 - Five (5) CONAH nursing students were hired as student nurse workers for DHS
 - 83.96% of the graduates passed NCLEX
- From January 1, 2007 through June 30, 2007, a total of 44 students were hired.
This represents a 10% increase as compared to the first quarter.

If you have any questions or need additional information, please let me know.

BAC:lq
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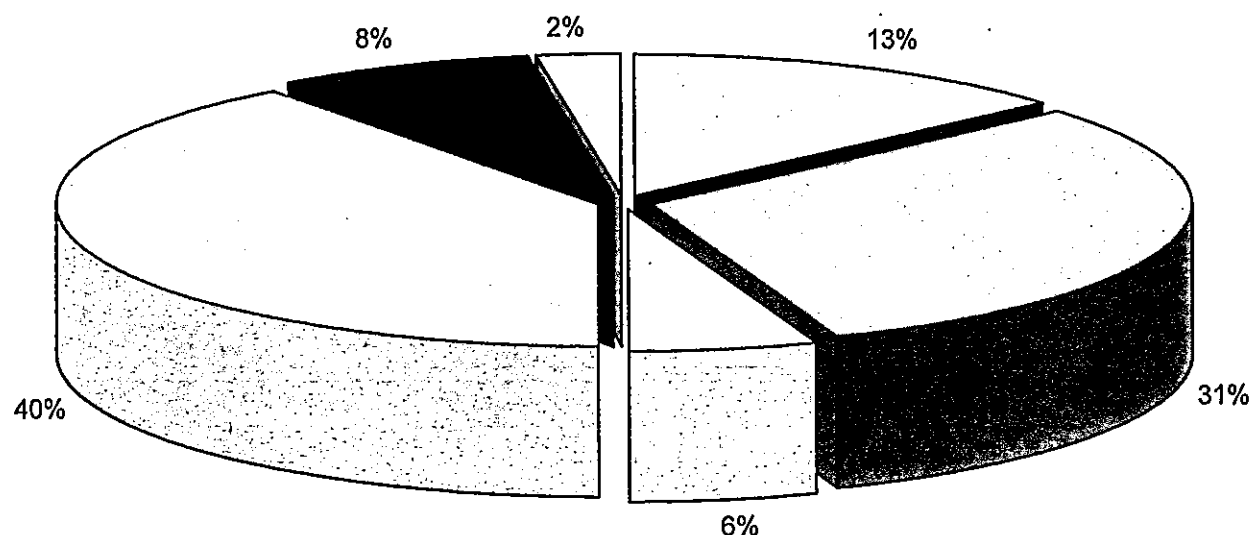
Attachments

c: Chief Executive Officer
County Counsel
Executive Officer, Board of Supervisors
Chief Nursing Officer/Director of Nursing

ATTACHMENTS

- | | | |
|------------------------|---|---|
| Attachment I | - | Registered Nurse Recruitment from Nursing Schools |
| Attachment II | - | Registered Nurse Hiring Sources |
| Attachment III | - | Facility-Wide Nursing Recruitment and Retention Report |
| Attachment IV | - | New Hires and Terminations |
| Attachment V | - | Reasons RN Candidates Decline Employment |
| Attachment VI | - | Reasons for Terminations |
| Attachment VII | - | Fiscal Year 2006-2007 New Hires/Terminations Department of Health Services/Per Facility |
| Attachment VIII | - | Fiscal Year(s) 2005-2006 & 2006-2007 New Hires/Terminations Department of Health Services/Per Facility |
| Attachment IX | - | Fiscal Year 2006-2007 Registry Nurse Expenses and Hours Per Facility |

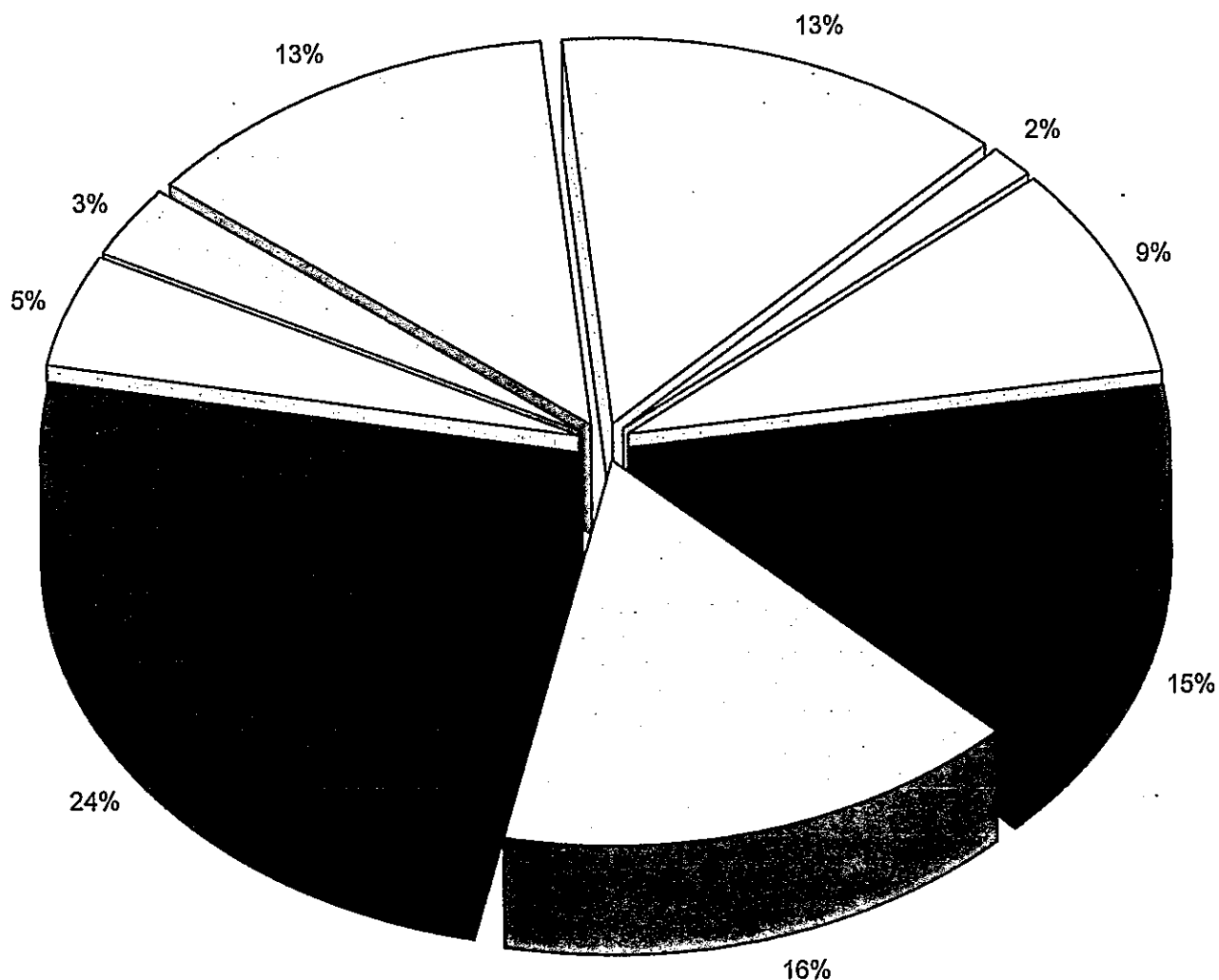
**LOS ANGELES COUNTY DEPARTMENT OF HEALTH SERVICES
OFFICE OF NURSING AFFAIRS
REGISTERED NURSE RECRUITMENT FROM NURSING SCHOOLS
SECOND QUARTER REPORT
APRIL 1, 2007 THROUGH JUNE 30, 2007**



- ☐ College of Nursing Allied Health
- ☐ International (Phillippines, China, Ghana, etc.)
- ☐ California Universities (CSULA, CSULB, etc.)
- ☐ California Community Colleges (ELAC, LAVC, etc.)
- ☒ Out of State Schools (Univ of New York, Univ of Miami, etc.)
- ☐ Experienced RN (Not New Grads)

Total Number of RN's Hired = 125

**LOS ANGELES COUNTY DEPARTMENT OF HEALTH SERVICES
OFFICE OF NURSING AFFAIRS
REGISTERED NURSE HIRING SOURCES
SECOND QUARTER REPORT
APRIL 1, 2007 THROUGH JUNE 30, 2007**



- ☐ Job Fairs
- ☐ Knows County Employee
- ☐ Walk In
- ☐ Current County Employee
- ☐ Employee Referral Award Program (ERAP)
- ☐ DHS Website
- ☐ Martin Luther King Jr./Harbor Hospital Transfers
- ☐ DHS Nurse Advertisement
- ☐ Other (Job Hotline, Library, Clinical Affiliation, etc.)

Total Number of RN's Hired =125



LOS ANGELES COUNTY - DEPARTMENT OF HEALTH SERVICES
OFFICE OF NURSING AFFAIRS
FACILITY-WIDE NURSING RECRUITMENT AND RETENTION REPORT
APRIL 1, 2007 THROUGH JUNE 30, 2007



Health Services
 LOS ANGELES COUNTY

	REGISTERED NURSE	LICENSED VOCATIONAL NURSE	NURSING ATTENDANT	STUDENT NURSE WORKER SR. STUDENT NURSE WORKER
New Hires	125	25	87	50
Terminations	63	15	18	10
Net gain	62	10	69	40

DEPARTMENT OF HEALTH SERVICES
Registered Nurse Second Quarter Report
April 1, 2007 through June 30, 2007
New Hires and Terminations

Attachment IV

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total Year to Date
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Department of Health Services (All Dept #s)	Incomings	37	28	44	58	36	31						234
	Terminations	17	8	26	17	23	23						114

High Desert Healthcare System (Dept 130)	Incomings	0	0	1	0	0	0						1
	Terminations	0	0	0	0	1	1						2

LAC+USC Healthcare Network (Dept 160)	Incomings	11	14	28	28	17	14						112
	Terminations	8	3	7	5	5	5						33

Harbor/UCLA Medical Center (Dept 200)	Incomings	11	4	3	15	6	9						48
	Terminations	4	0	9	5	9	3						30

MLK-Harbor Hospital (Dept 225)	Incomings	1	0	1	5	3	2						12
	Terminations	2	3	6	0	3	7						21

ValleyCare Olive View/UCLA Medical Center (Dept 240)	Incomings	10	8	10	8	6	6						48
	Terminations	3	1	4	4	4	3						19

Rancho Los Amigos National Rehabilitation Center (Dept 260)	Incomings	4	2	1	2	4	0						13
	Terminations	0	1	0	3	1	4						9

April 07 - June 07 Data Source: Nurse Recruiter Centralized Data Base

(BA501-010 2nd Quarter 2007)

DEPARTMENT OF HEALTH SERVICES

Attachment V

Office of Nursing Affairs

Second Quarter Report

April 1, 2007 through June 30, 2007

Reason RN Candidates Decline Employment

REASON CANDIDATE DECLINED EMPLOYMENT	HARBOR/UCLA MEDICAL CENTER	LAC+USC HEALTHCARE NETWORK	RANCHO LOS AMIGOS NAT'L REHAB CTR	OLIVE VIEW MEDICAL CENTER	HIGH DESSERT HEALTH SYSTEMS	MLK-HARBOR HOSPITAL	TOTAL
1 Accepted another job	2	0	0	1	0	0	3
2 Did not respond to calls	0	0	0	3	0	0	3
3 Did not respond to letter	0	0	0	0	0	0	0
4 Did not show - no reason given	0	0	0	0	0	2	2
5 Distance	0	0	0	0	0	0	0
6 Negative publicity/Professional risk	0	0	0	0	0	0	0
7 Not interested in full-time perm position	0	0	0	1	0	0	1
8 Not interested in shift offered	2	0	0	0	0	0	2
9 Not interested in specialty area offered	0	0	0	0	0	1	1
10 Not interested in work assignment	0	0	0	0	0	0	0
11 Personal reasons	3	1	0	3	0	2	9
12 Prefers a higher position	0	0	0	0	0	0	0
13 Prefers another DHS department	0	0	0	0	0	0	0
14 Salary too low	2	0	1	0	1	0	4
15 Unable to attend new hire orientation	1	0	0	0	0	0	1
16 Unable to clear pre-employment physical	0	1	0	0	0	0	1
17 No reason given	0	1	0	0	0	0	1
TOTAL	10	3	1	8	1	5	28

na = Information not available at time report completed.

This data includes results from employment/job offers made to candidates after placement interviews were conducted. Also, includes results from canvassing letters mailed to candidates on eligible lists.

DEPARTMENT OF HEALTH SERVICES
Registered Nurse Second Quarter Report
April 1, 2007 through June 30, 2007
Reasons for Terminations

Attachment VI

Department Number - Facility or Program	Deceased	Discharged	Failed Medical Exam	Health	Moved	Non County Employment	Other	Personal	Remain at Home	Recurrent Release	Released Temp	Retirement	Return to School	Working Condition	Transfer	TOTAL
130 - High Desert Healthcare System	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	2
160 - LAC+USC Healthcare Network	0	0	1	0	1	9	1	1	0	0	0	2	0	0	0	15
200 - Harbor/UCLA Medical Center	0	0	0	0	3	7	2	1	0	0	0	3	1	0	0	17
225 - MLK-Harbor Hospital	0	0	0		1	5	0	0	0	0	0	3	1	0	0	10
240 - ValleyCare Olive View/UCLA Medical Center	0	1	0		0	8	1	0	0	0	0	1	0	0	0	11
260 - Rancho Los Amigos Nat'l Rehab Center	0	0	0	0	1	4	1	1	0	0	0	1	0	0	0	8
TOTAL	0	1	1	0	6	34	5	3	0	0	0	11	2	0	0	63

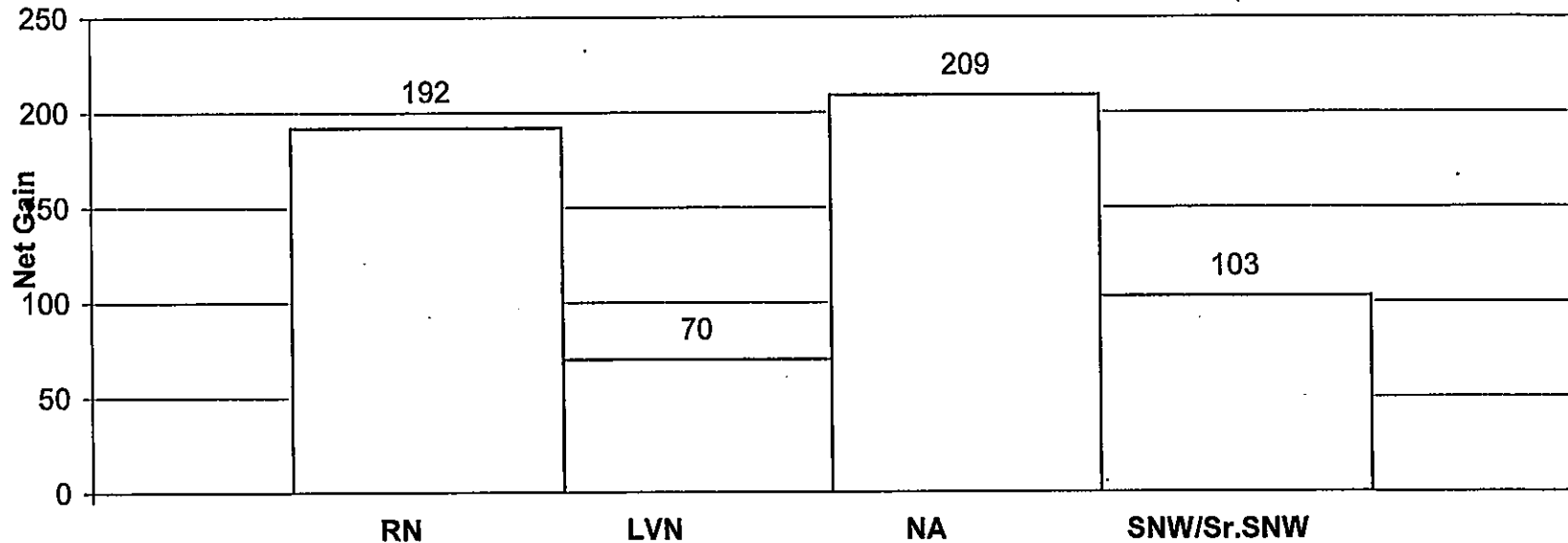


County of Los Angeles
Department of Health Services
Office of Nursing Affairs



Fiscal Year 2006 - 2007
New Hires / Terminations

Department of Health Services



Source: Based on July 1, 2006 through June 30, 2007 Nurse Recruitment Centralized Data Base

	Fiscal Year 2006-2007				
	RN	LVN	NA	SNW/Sr.SNW	Total
New Hires	488	141	301	160	1090
Terminations	296	71	92	57	516
Net Gain / (Loss)	192	70	209	103	574



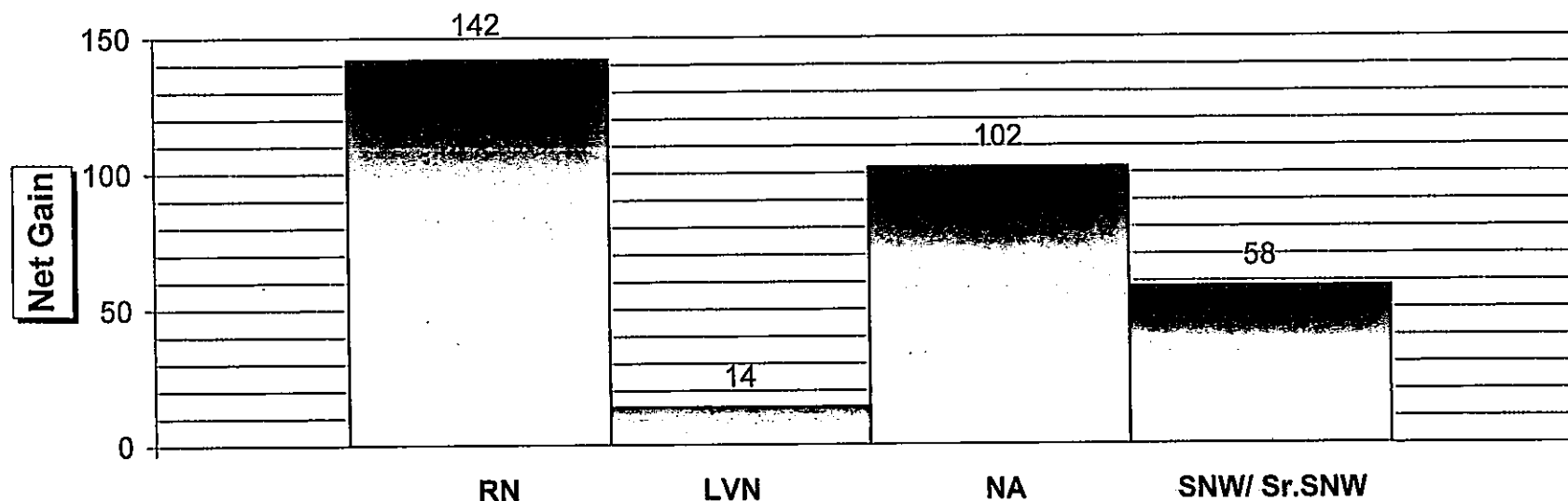
County of Los Angeles
Department of Health Services
Office of Nursing Affairs

Fiscal Year 2006 - 2007
New Hires / Terminations



Health Services
LOS ANGELES COUNTY

LAC+USC Healthcare Network



Source: Based on July 1, 2006 through June 30, 2007 Nurse Recruitment Centralized Data Base

	Fiscal Year 2006-2007				
	RN	LVN	NA	SNW/Sr.SNW	Total
New Hires	214	24	118	64	420
Terminations	72	10	16	6	104
Net Gain / (Loss)	142	14	102	58	316

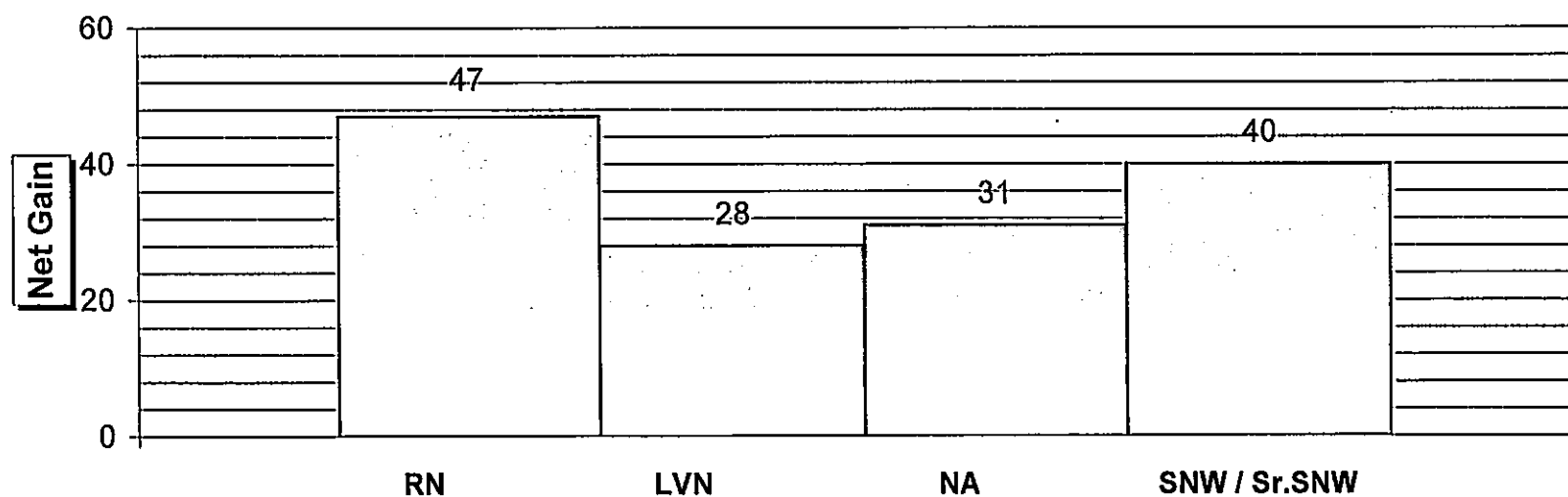


County of Los Angeles
Department of Health Services
Office of Nursing Affairs

Fiscal Year 2006 - 2007
New Hires / Terminations



Harbor - UCLA Medical Center



Source: Based on July 1, 2006 through June 30, 2007 Nurse Recruitment Centralized Data Base

Fiscal Year 2006-2007					
	RN	LVN	NA	SNW/Sr.SNW	Total
New Hires	110	51	51	55	267
Terminations	63	23	20	15	121
Net Gain / (Loss)	47	28	31	40	146



County of Los Angeles
Department of Health Services
Office of Nursing Affairs



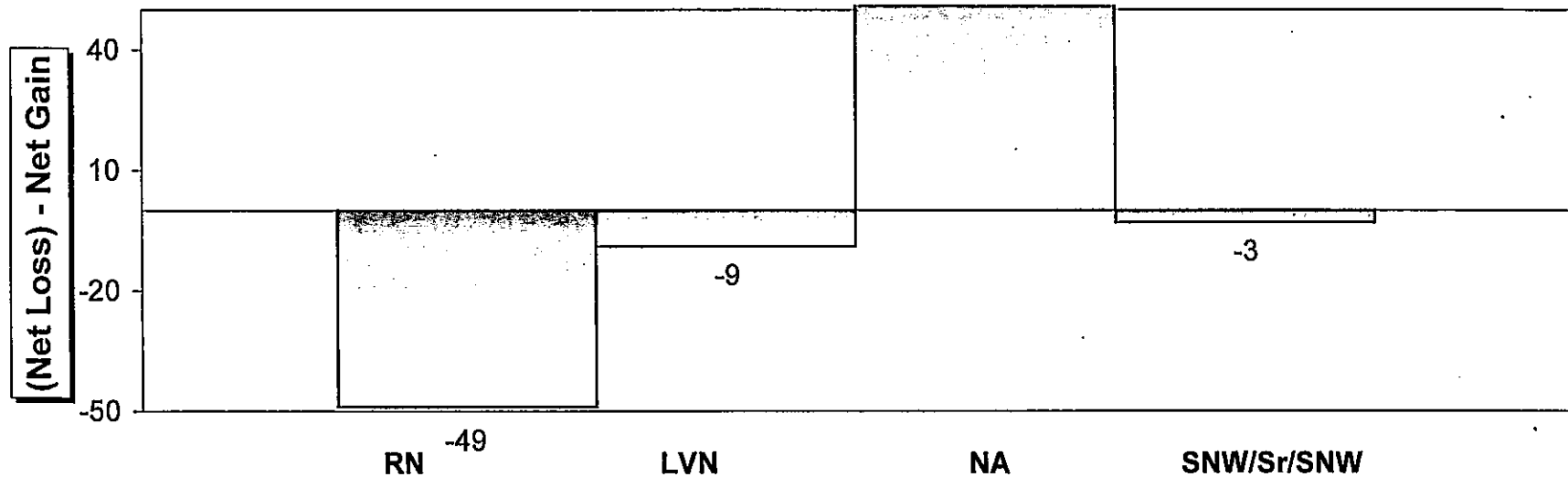
Health Services
LOS ANGELES COUNTY

Attachment VII

Fiscal Year 2006 - 2007

New Hires / Terminations

Martin Luther King Jr. - Harbor Hospital



Source: Based on July 1, 2006 through June 30, 2007 Nurse Recruitment Centralized Data Base

	Fiscal Year 2006-2007				
	RN	LVN	NA	SNW/Sr.SNW	Total
New Hires	31	6	79	4	120
Terminations	80	15	26	7	128
Net Gain / (Loss)	-49	-9	53	-3	-8



**County of Los Angeles
Department of Health Services
Office of Nursing Affairs**

Fiscal Year 2006 - 2007

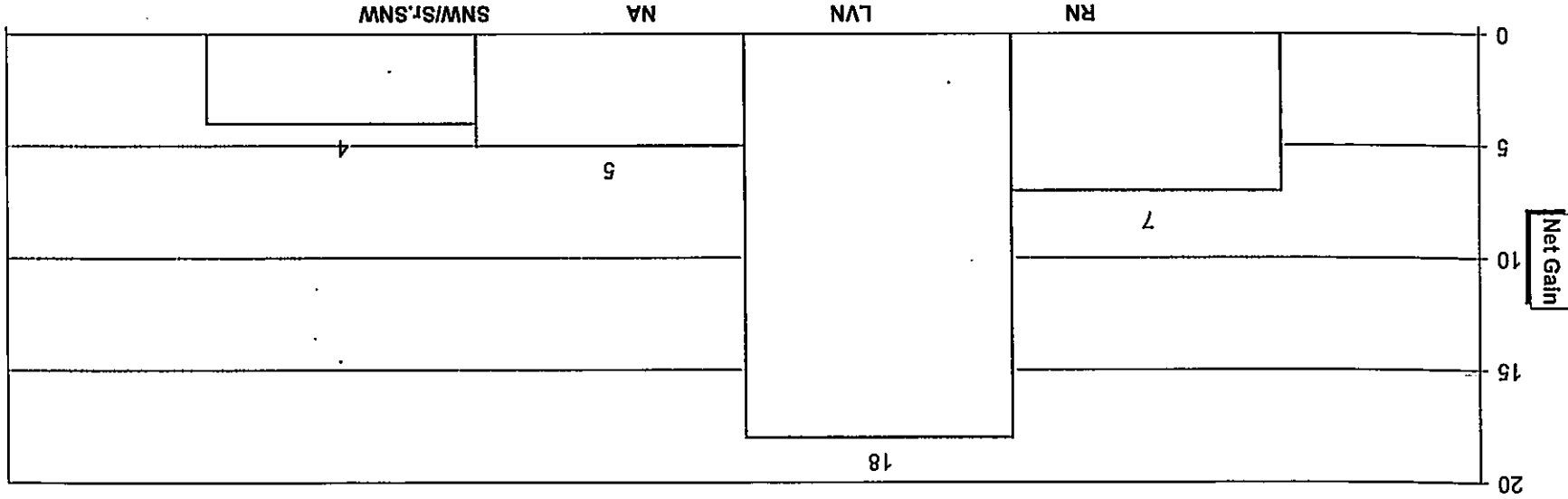
New Hires / Terminations

**Health Services
LOS ANGELES COUNTY**



Attachment VII

Rancho Los Amigos National Rehabilitation Center



Source: Based on July 1, 2006 through June 30, 2007 Nurse Recruitment Centralized Data Base

Fiscal Year 2006-2007				
RN	LVN	NA	SNW/Sr.SNW	Total
New Hires	26	28	15	25
Terminations	19	10	10	21
Net Gain / (Loss)	7	18	5	4
				34



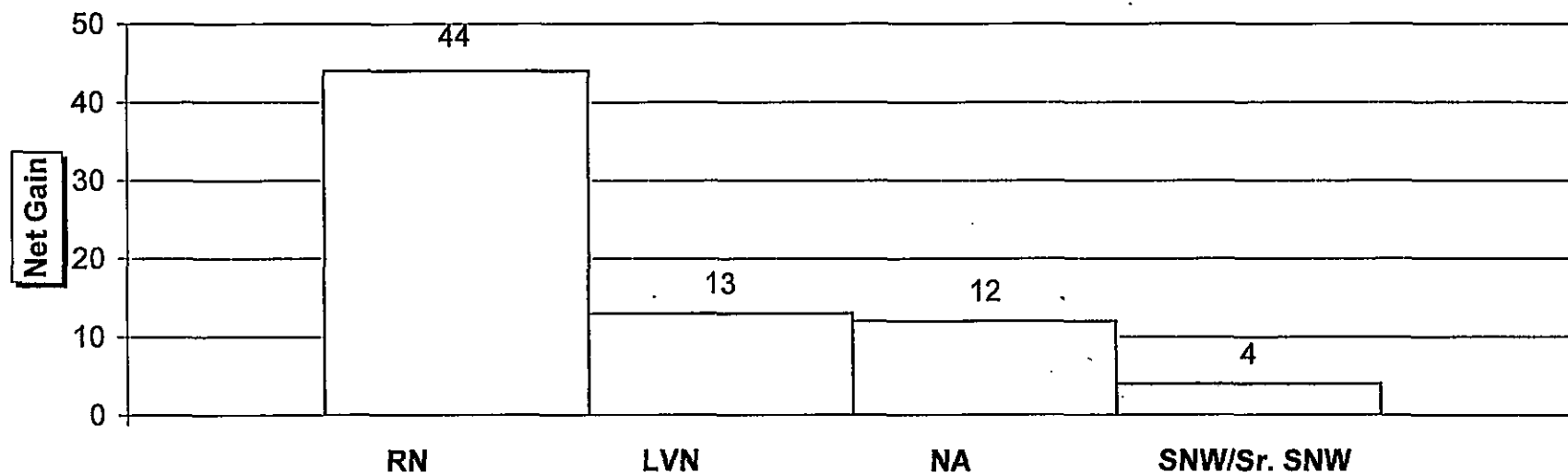
**County of Los Angeles
Department of Health Services
Office of Nursing Affairs**



Attachment VII

**Fiscal Year 2006 - 2007
New Hires / Terminations**

ValleyCare Olive View- UCLA Medical Center



Source: Based on July 1, 2006 through June 30, 2007 Nurse Centralized Data Base

	Fiscal Year 2006-2007				
	RN	LVN	NA	SNW/Sr. SNW	Total
New Hires	100	23	29	12	164
Terminations	56	10	17	8	91
Net Gain / (Loss)	44	13	12	4	73

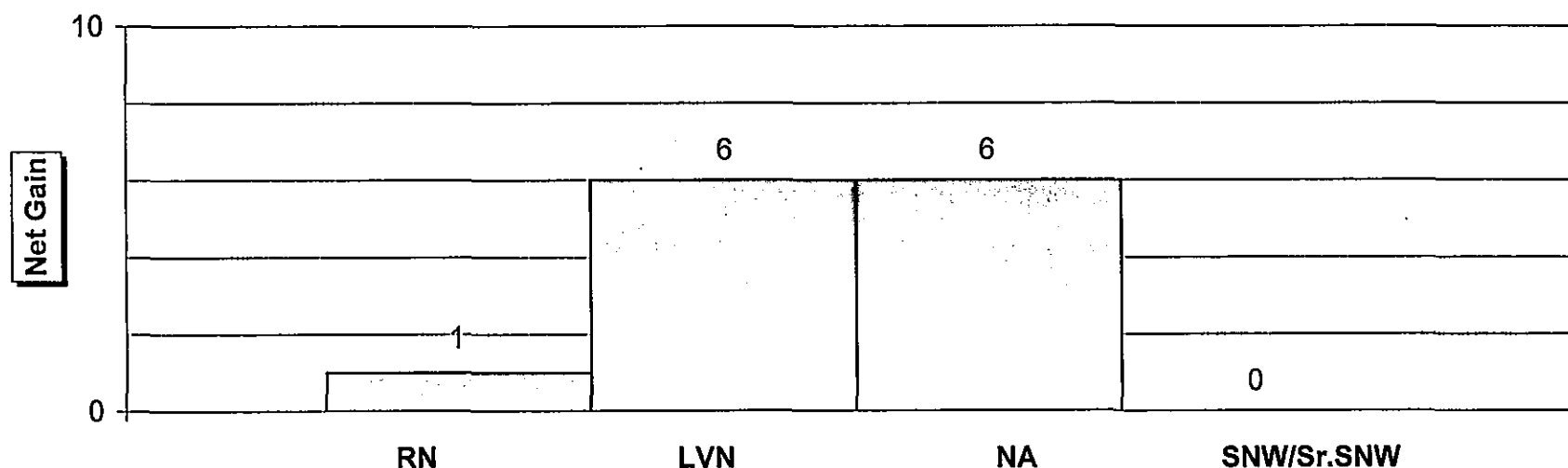


County of Los Angeles
Department of Health Services
Office of Nursing Affairs



Fiscal Year 2006 - 2007
New Hires / Terminations

High Desert Health System



Source: Based on July 1, 2006 through June 30, 2007 Nurse Recruitment Centralized Data Base

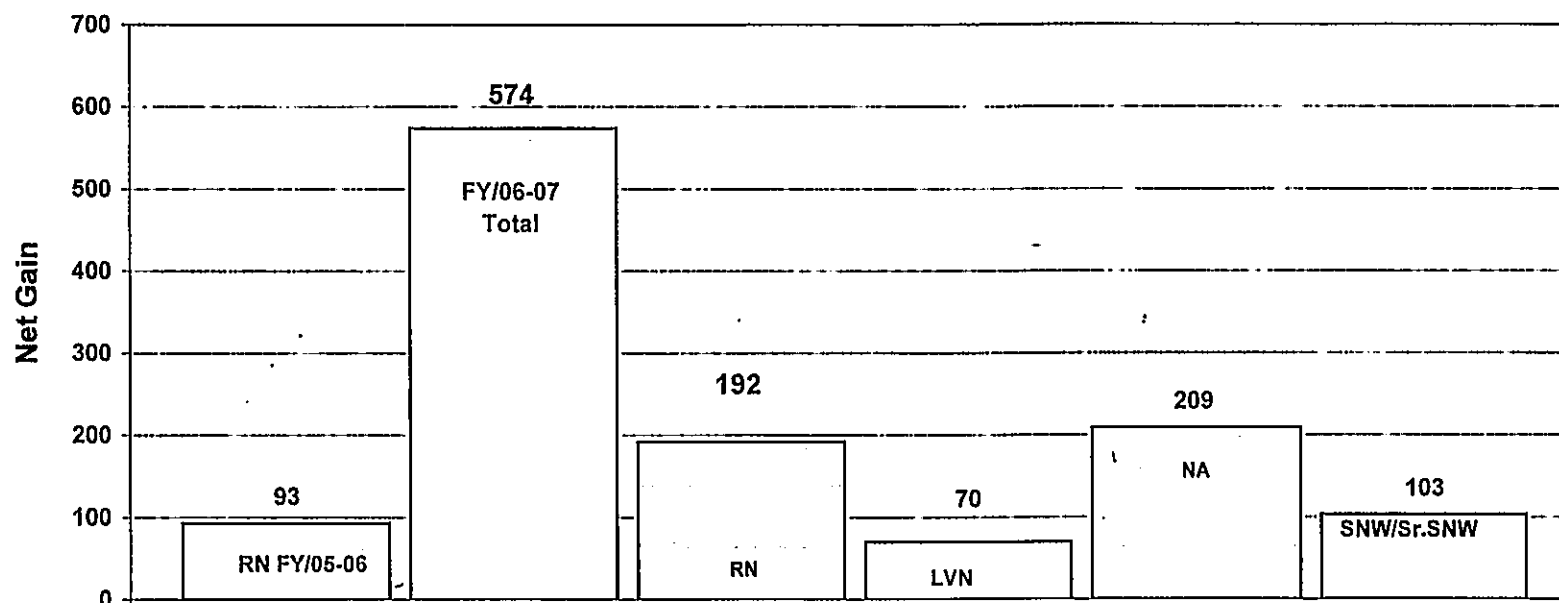
	Fiscal Year 2006-2007				
	RN	LVN	NA	SNW/Sr.SNW	Total
New Hires	7	9	9	0	25
Terminations	6	3	3	0	12
Net Gain / (Loss)	1	6	6	0	13



County of Los Angeles
Department of Health Services
Office of Nursing Affairs
Comparison of Fiscal Year(s) 2005-2006 & 2006-2007
New Hires and Terminations



Department of Health Services



Source: Based on July 1, 2005 through June 30, 2007 Nurse Recruitment Centralized Data Base

No data collection for LVN, NA and SNW/Sr.SNW July 1, 2005 through June 30, 2006

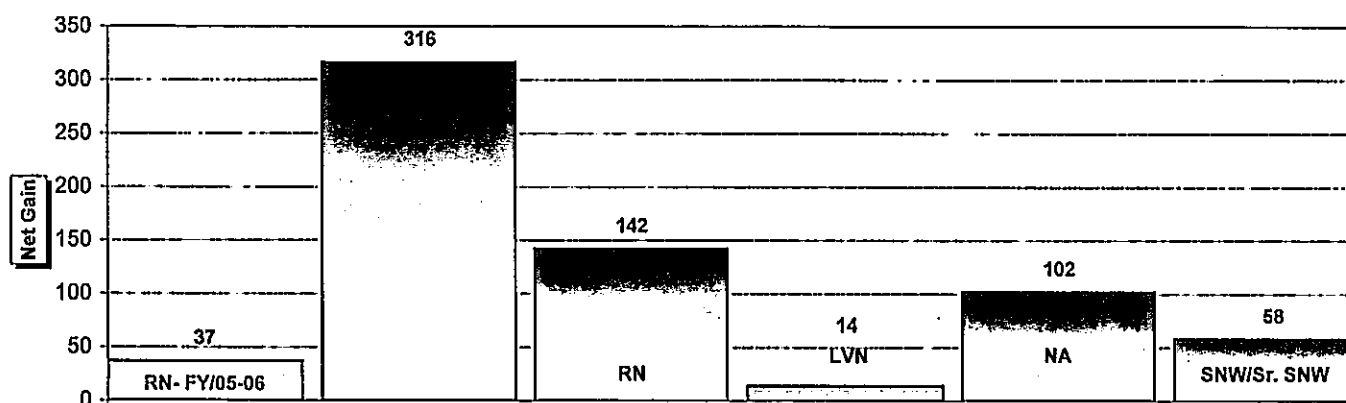
	Fiscal Year 2005-2006		Fiscal Year 2006-2007				
	RN	Total	RN	LVN	NA	SNW/Sr.SNW	Total
New Hires	652	652	488	141	301	160	1090
Terminations	559	559	296	71	92	57	516
Net Gain / (Loss)	93	93	192	70	209	103	574



County of Los Angeles
Department of Health Services
Office of Nursing Affairs
Comparison Fiscal Year(s) 2005-2006 & 2006-2007
New Hires/Terminations



LAC+USC Healthcare Network



Source: Based on July 1, 2006 through June 30, 2007 Nurse Recruitment Centralized Data Base
No data collection for LVN, NA and SNW/Sr. SNW July 1, 2005 through June 30, 2006

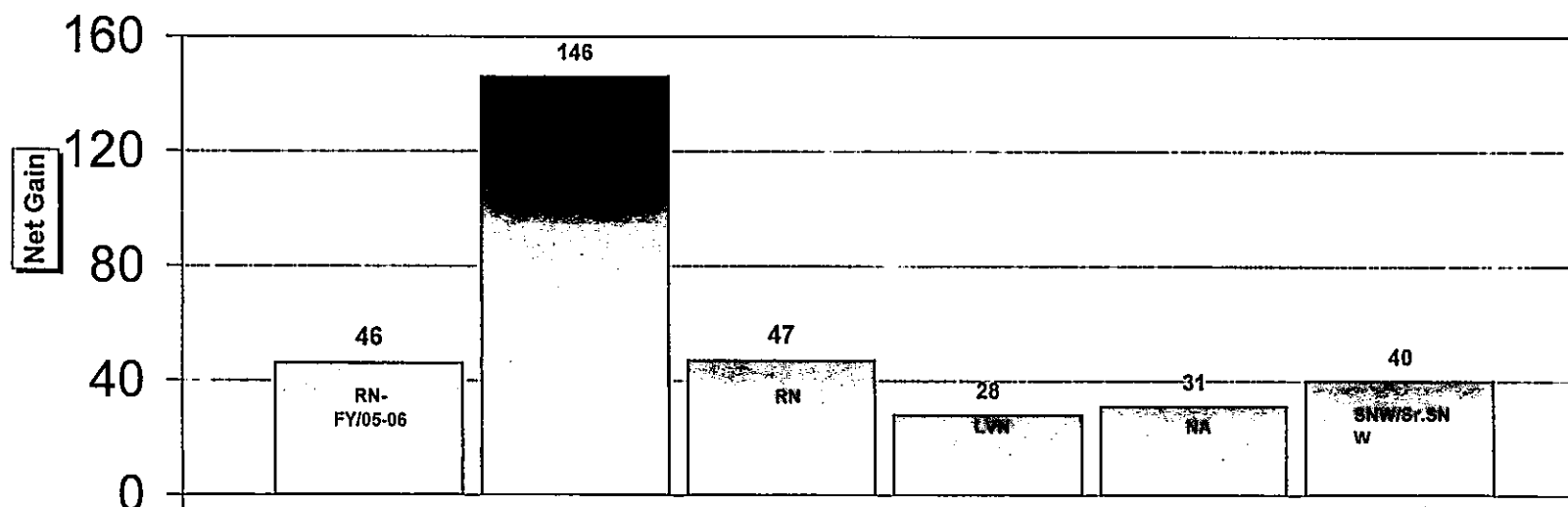
	Fiscal Year 2005-2006		Fiscal Year 2006-2007				
	RN	Total	RN	LVN	NA	SNW/Sr. SNW	Total
New Hires	270	270	214	24	118	64	420
Terminations	233	233	72	10	16	6	104
Net Gain/ (Loss)	37	37	142	14	102	58	316



County of Los Angeles
Department of Health Services
Office of Nursing Affairs
Comparison of Fiscal Year(s) 2005 - 2006 & 2006-2007
New Hires / Terminations



Harbor - UCLA Medical Center



Source: Based on July 1, 2005 through June 30, 2007 Nurse Recruitment Centralized Data Base

No data collection for LVN, NA and SNW/Sr.SNW July 1, 2005 through June 30, 2006

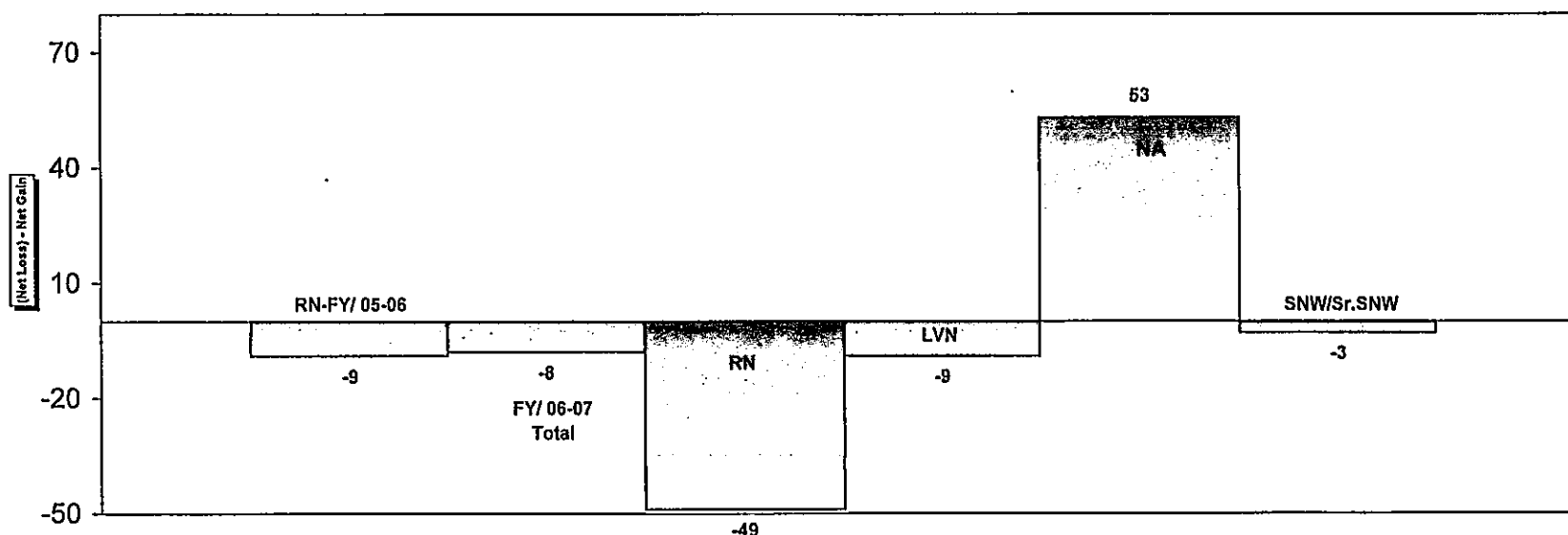
	Fiscal Year 2005-2006		Fiscal Year 2006-2007				
	RN	Total	RN	LVN	NA	SNW/Sr.SNW	Total
New Hires	173	173	110	51	51	55	267
Terminations	127	127	63	23	20	15	121
Net Gain / (Loss)	46	46	47	28	31	40	146



County of Los Angeles
Department of Health Services
Office of Nursing Affairs
Comparison of Fiscal Year(s) 2005-2006 & 2006-2007
New Hires / Terminations



Martin Luther King Jr. - Harbor Hospital



Source: Based on July 1, 2005 through June 30, 2007 Nurse Recruitment Centralized Data Base
No data collection for LVN, NA and SNW/Sr.SNW July 1, 2005 through June 30, 2006

	Fiscal Year 2005-2006		Fiscal Year 2006-2007				
	RN	Total	RN	LVN	NA	SNW/Sr.SNW	Total
New Hires	81	81	31	6	79	4	120
Terminations	90	90	80	15	26	7	128
Net Gain / (Loss)	-9	-9	-49	-9	53	-3	-8

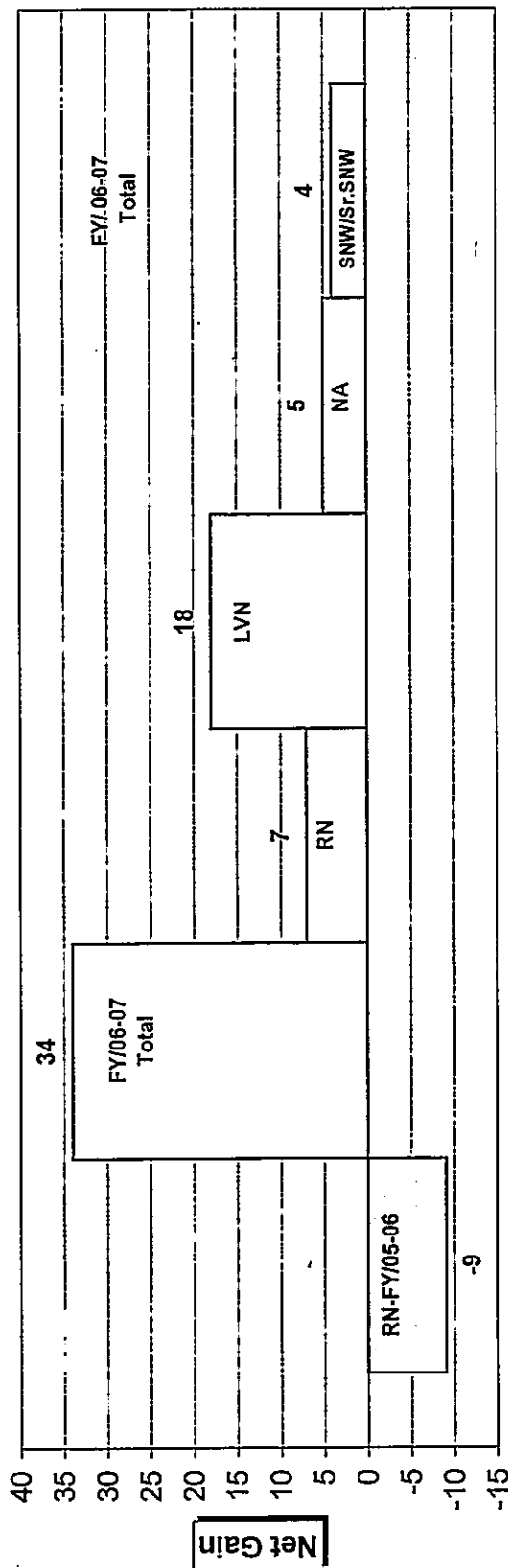


**County of Los Angeles
Department of Health Services
Office of Nursing Affairs
Comparison of Fiscal Year(s) 2005-2006 & 2006-2007
New Hires / Terminations**



Health Services
LOS ANGELES COUNTY

Rancho Los Amigos National Rehabilitation Center



Fiscal Year 2005-2006		Fiscal Year 2006-2007					
	RN	Total	RN	LVN	NA	SNW/Sr.SNW	Total
New Hires	29	29	26	28	15	25	94
Terminations	38	38	19	10	10	21	60
Net Gain / (Loss)	-9	-9	7	18	5	4	34

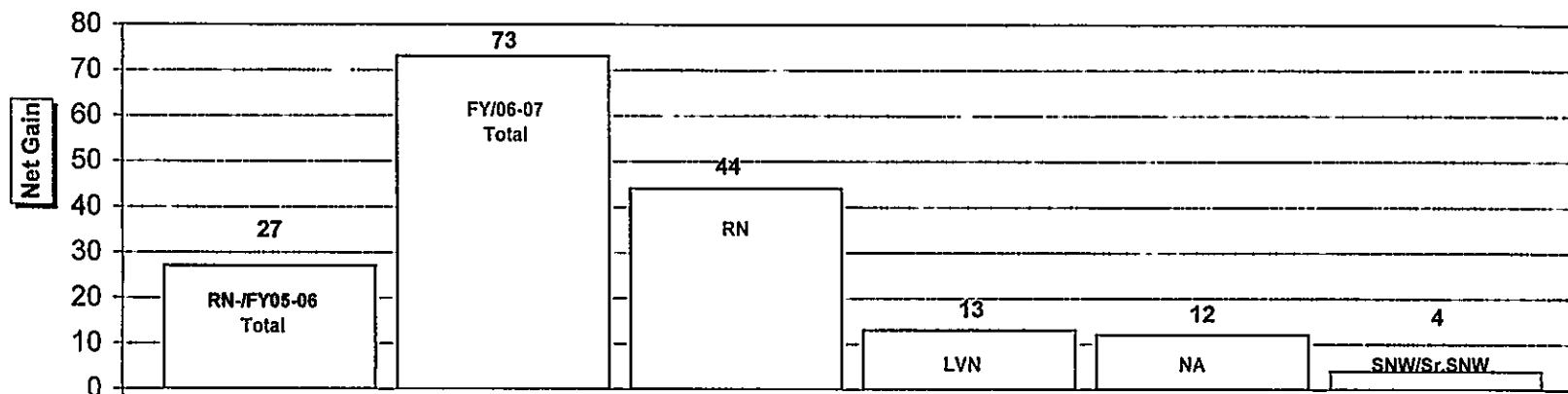


County of Los Angeles
Department of Health Services
Office of Nursing Affairs
 Comparison of Fiscal Year(s) 2005 - 2006 & 2006-2007
 New Hires / Terminations

Attachment VIII



ValleyCare Olive View- UCLA Medical Center



Source: Based on July 1, 2006 through June 30, 2007 Nurse Centralized Data Base

	Fiscal Year 2005-2006		Fiscal Year 2006-2007				
	RN	Total	RN	LVN	NA	SNW/Sr. SNW	Total
New Hires	85	85	100	23	29	12	164
Terminations	58	58	56	10	17	8	91
Net Gain / (Loss)	27	27	44	13	12	4	73

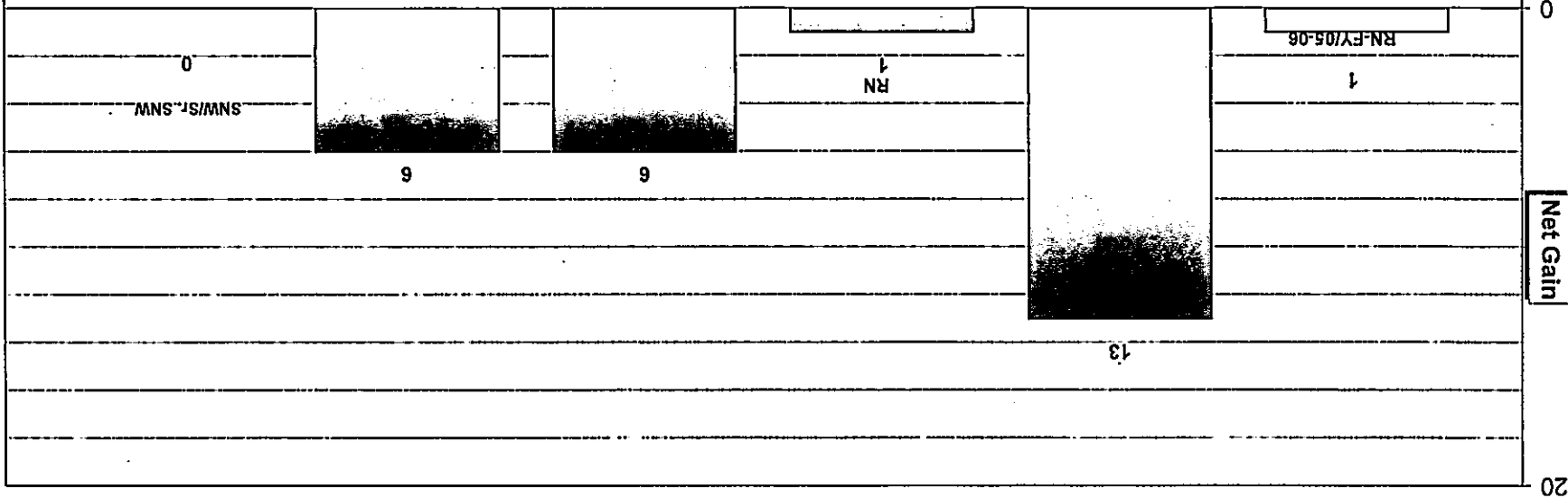


**County of Los Angeles
Department of Health Services
Office of Nursing Affairs
Comparison of Fiscal Year(s) 2005-2006 & 2006-2007
New Hires / Terminations**

Health Services
LOS ANGELES COUNTY



High Desert Health System



Source: Based on July 1, 2005 through June 30, 2007 Nurse Recruitment Centralized Data Base
No data collection for LVN, NA and SNW/Sr.SNW July 1, 2005 through June 30, 2006

Fiscal Year 2005-2006		Fiscal Year 2006-2007			
RN	Total	RN	LVN	NA	SNW/Sr.SNW Total
New Hires	14	7	9	9	0
Terminations	13	6	3	3	0
Net Gain / (Loss)	1	1	6	6	13

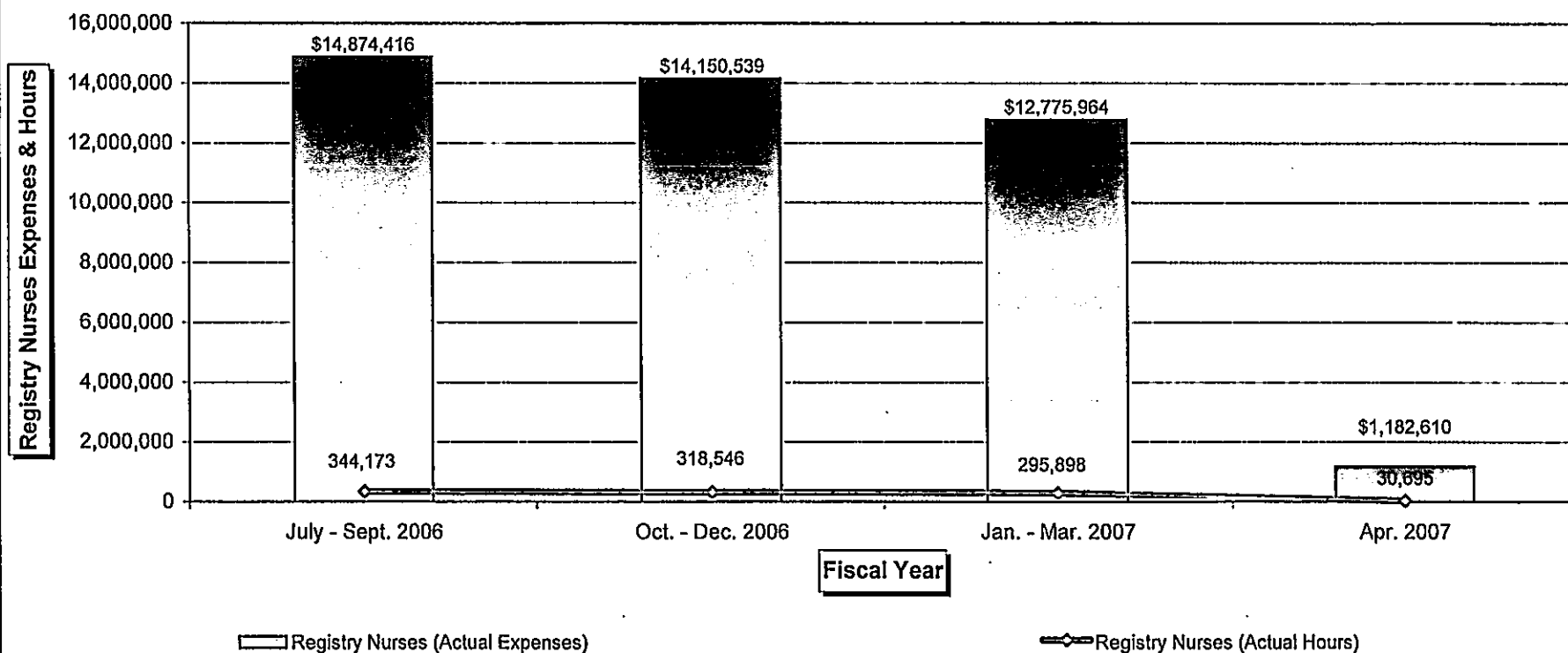


County of Los Angeles
Department of Health Services
Office of Nursing Affairs



Fiscal Year 2006 - 2007
Registry Nurses

LAC + USC Healthcare Network



Data reflects current Monthly Registry Report as of 07-27-2007

	FISCAL YEAR 2005 - 2006			
	July - Sept. 2006	Oct. - Dec. 2006	Jan. - Mar. 2007	Apr. 2007
Registry Nurses (Actual Expenses)	14,874,416	14,150,539	12,775,964	1,182,610
Registry Nurses (Actual Hours)	344,173	318,546	295,898	30,695

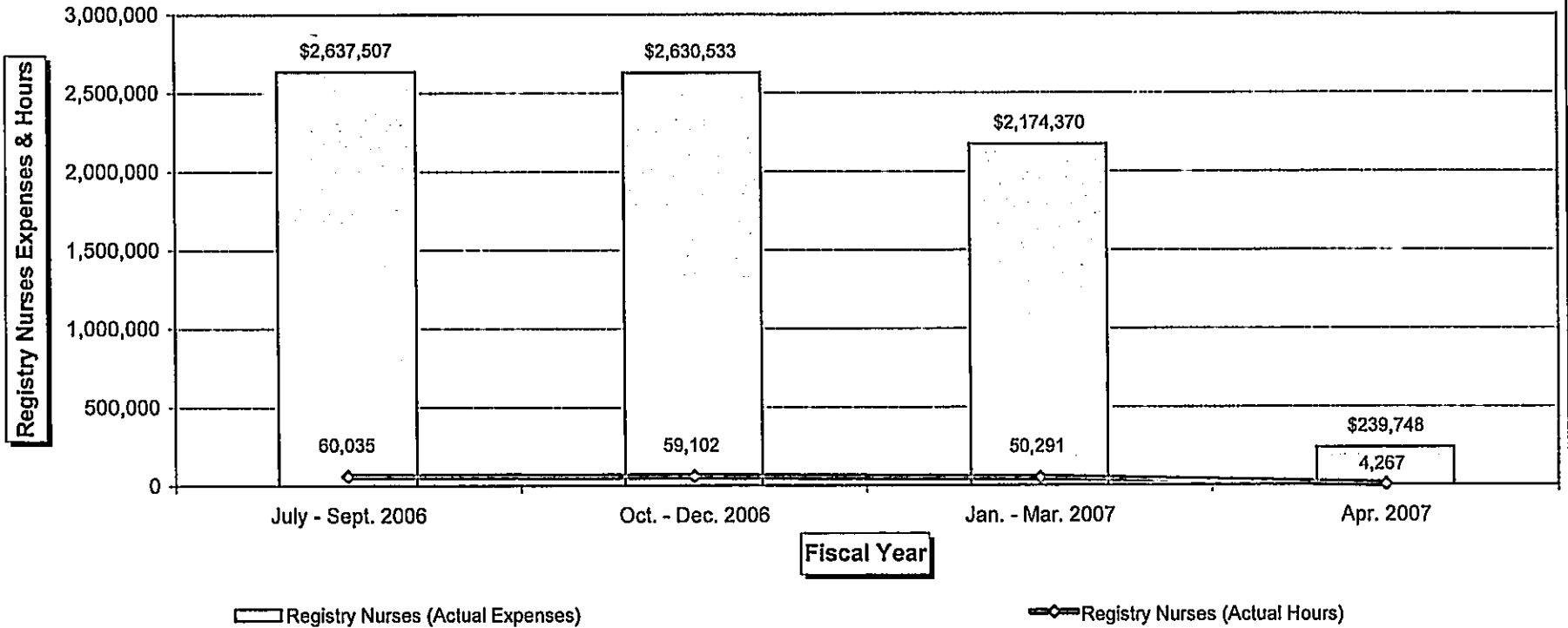


County of Los Angeles
Department of Health Services
Office of Nursing Affairs



Fiscal Year 2006 - 2007
Registry Nurses

Harbor - UCLA Medical Center



Data reflects current Monthly Registry Report as of 07-27-2007

	FISCAL YEAR 2005 - 2006			
	July - Sept. 2006	Oct. - Dec. 2006	Jan. - Mar. 2007	Apr. 2007
Registry Nurses (Actual Expenses)	2,637,507	2,630,533	2,174,370	239,748
Registry Nurses (Actual Hours)	60,035	59,102	50,291	4,267

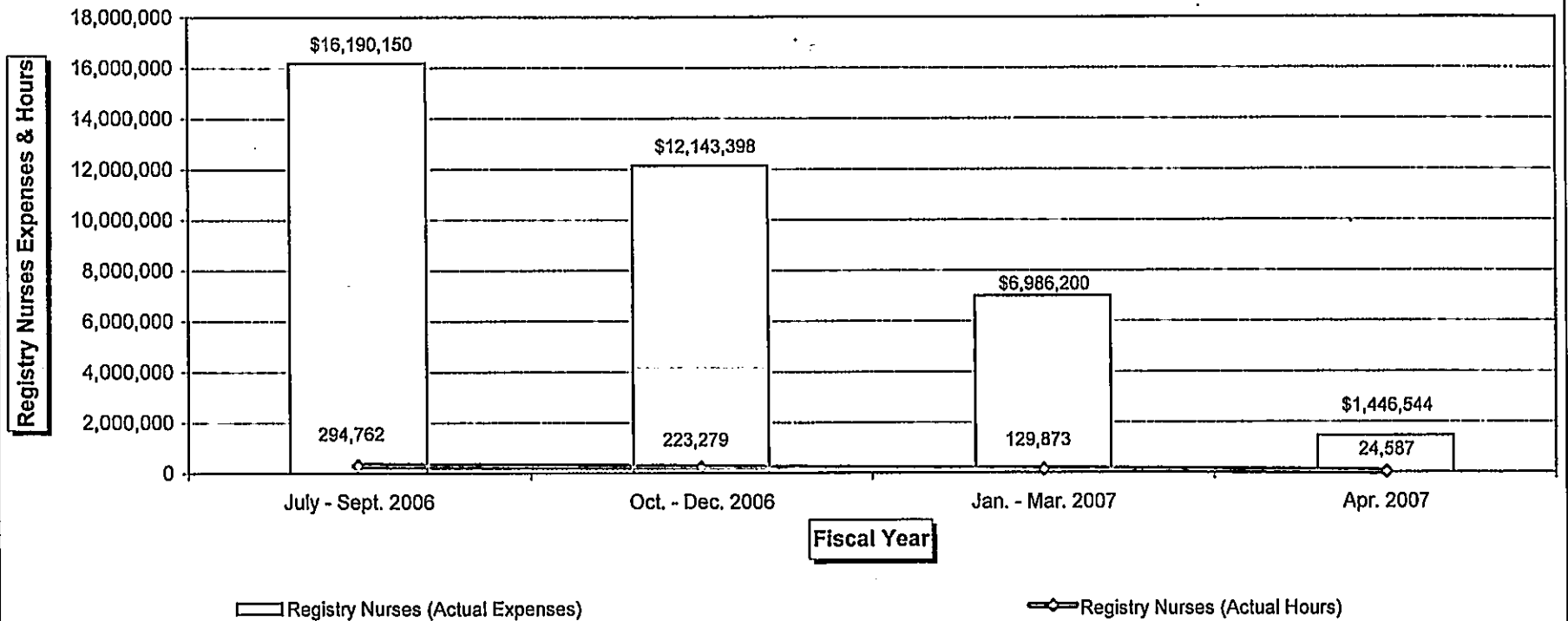


County of Los Angeles
Department of Health Services
Office of Nursing Affairs



Fiscal Year 2006 - 2007
Registry Nurses

Martin Luther King, Jr. - Harbor Hospital



Data reflects current Monthly Registry Report as of 07-27-2007

	FISCAL YEAR 2005 - 2006			
	July - Sept. 2006	Oct. - Dec. 2006	Jan. - Mar. 2007	Apr. 2007
Registry Nurses (Actual Expenses)	16,190,150	12,143,398	6,986,200	1,446,544
Registry Nurses (Actual Hours)	294,762	223,279	129,873	24,587

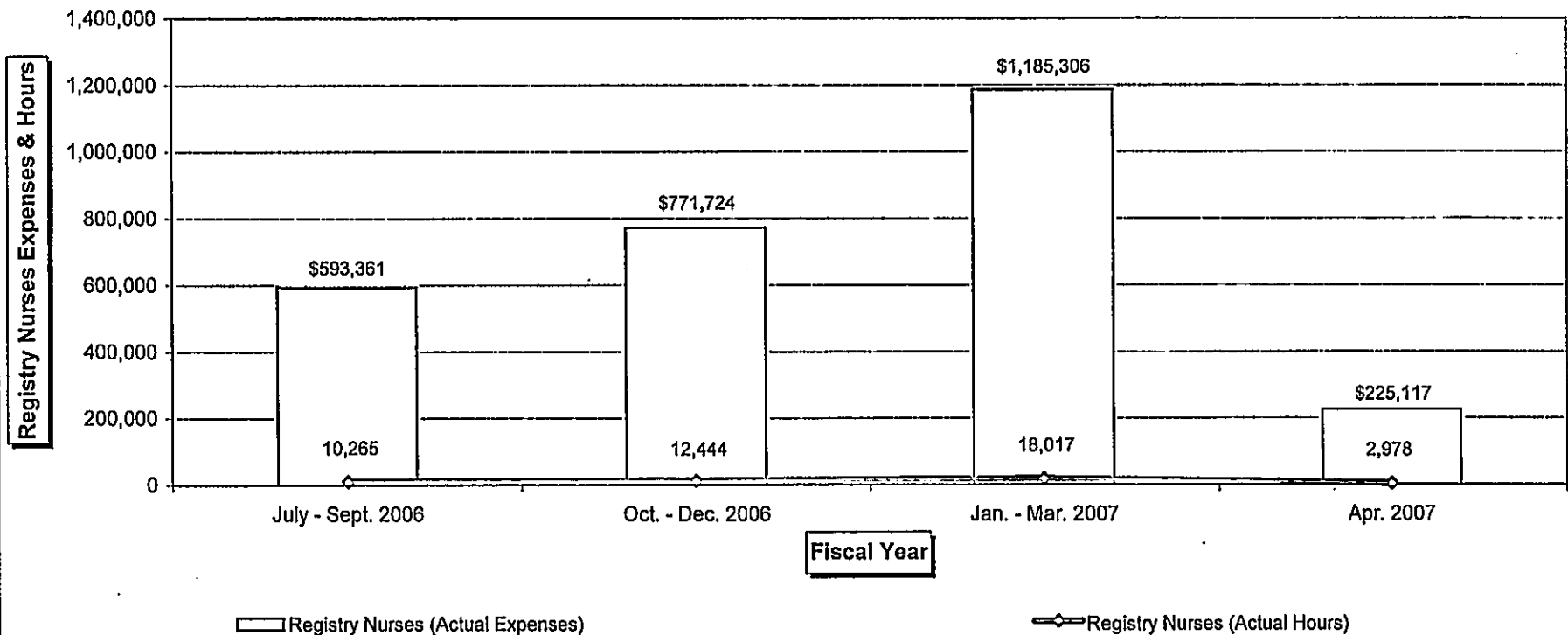


County of Los Angeles
Department of Health Services
Office of Nursing Affairs



Fiscal Year 2006 - 2007
Registry Nurses

Rancho Los Amigos National Rehabilitation Center



Data reflects current Monthly Registry Report as of 07-27-2007

	FISCAL YEAR 2005 - 2006			
	July - Sept. 2006	Oct. - Dec. 2006	Jan. - Mar. 2007	Apr. 2007
Registry Nurses (Actual Expenses)	593,361	771,724	1,185,306	225,117
Registry Nurses (Actual Hours)	10,265	12,444	18,017	2,978

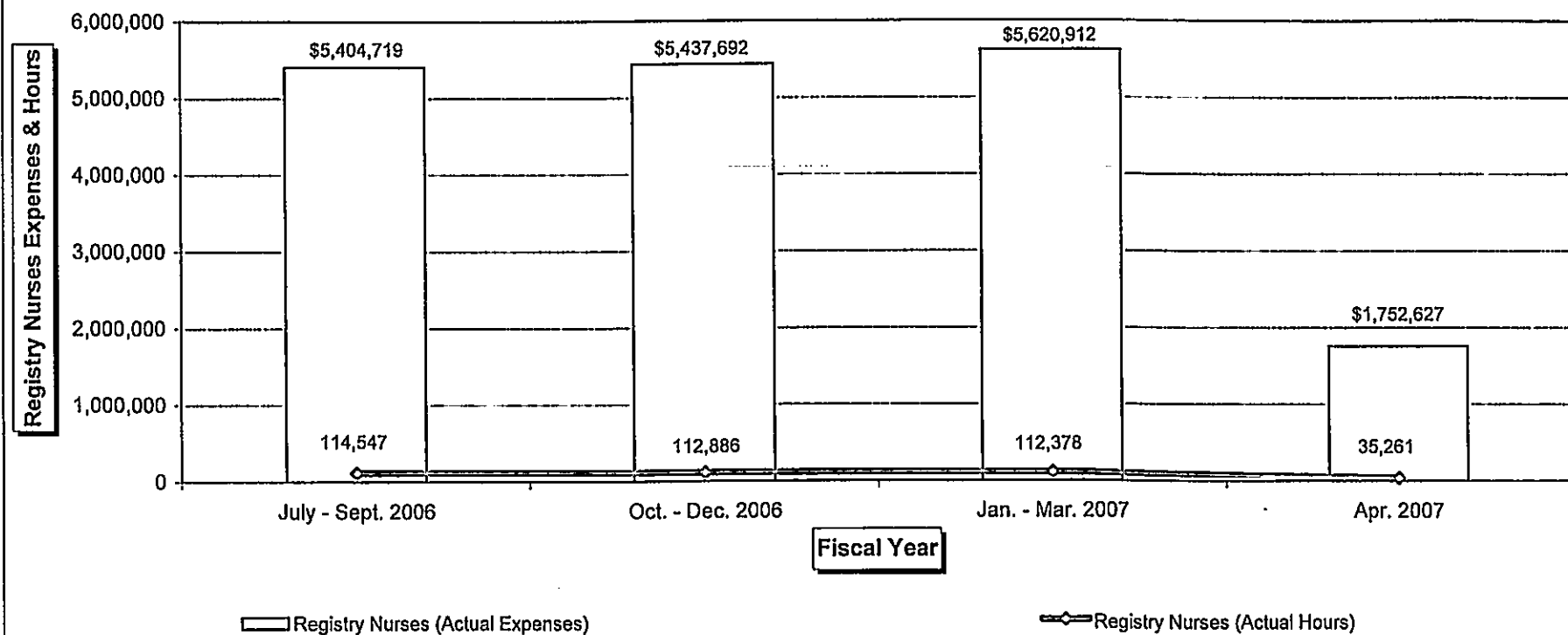


County of Los Angeles
Department of Health Services
Office of Nursing Affairs



Fiscal Year 2006 - 2007
Registry Nurses

ValleyCare Olive View - UCLA Medical Center & Health Centers



Data reflects current Monthly Registry Report as of 07-27-2007

FISCAL YEAR 2005 - 2006

	July - Sept. 2006	Oct. - Dec. 2006	Jan. - Mar. 2007	Apr. 2007
Registry Nurses (Actual Expenses)	5,404,719	5,437,692	5,620,912	1,752,627
Registry Nurses (Actual Hours)	114,547	112,886	112,378	35,261

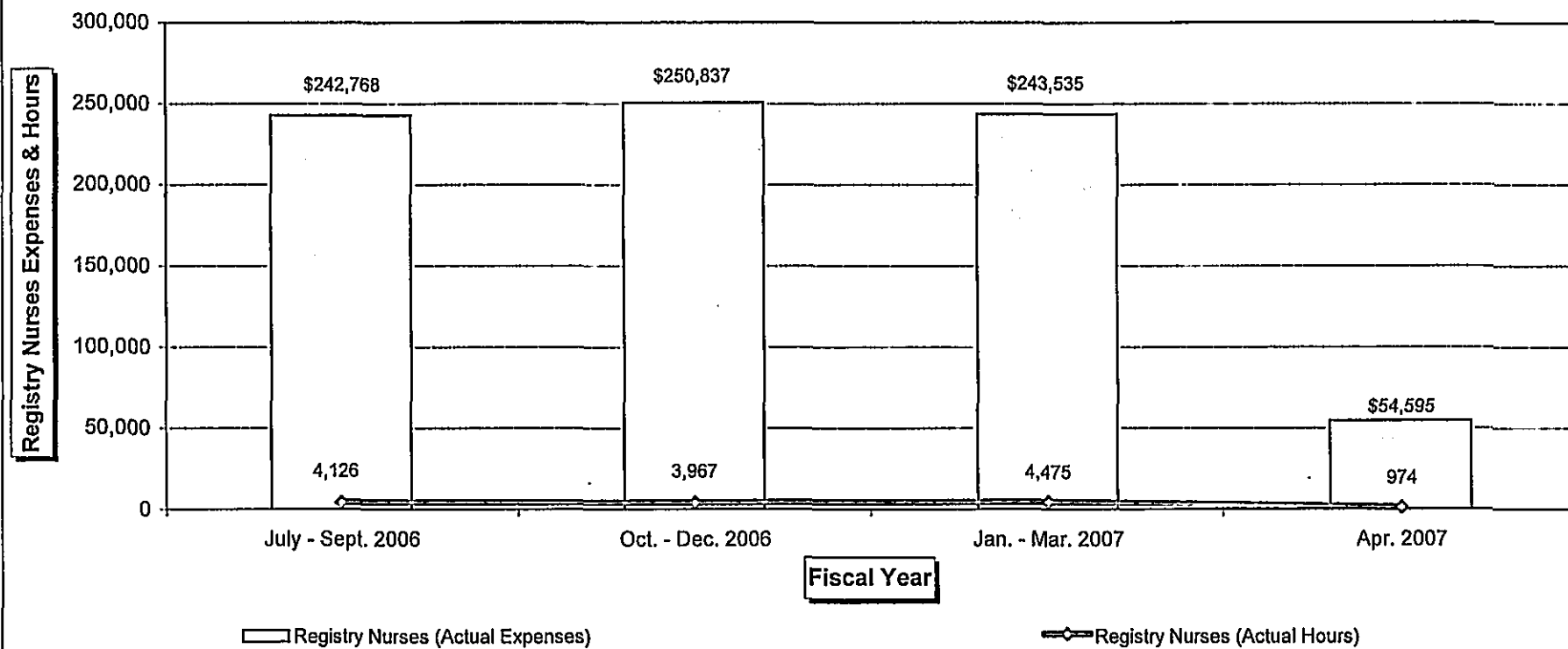


County of Los Angeles
Department of Health Services
Office of Nursing Affairs



Fiscal Year 2006 - 2007
Registry Nurses

High Desert Health Systems



Data reflects current Monthly Registry Report as of 07-27-2007

	FISCAL YEAR 2005 - 2006			
	July - Sept. 2006	Oct. - Dec. 2006	Jan. - Mar. 2007	Apr. 2007
Registry Nurses (Actual Expenses)	242,768	250,837	243,535	54,595
Registry Nurses (Actual Hours)	4,126	3,967	4,475	974

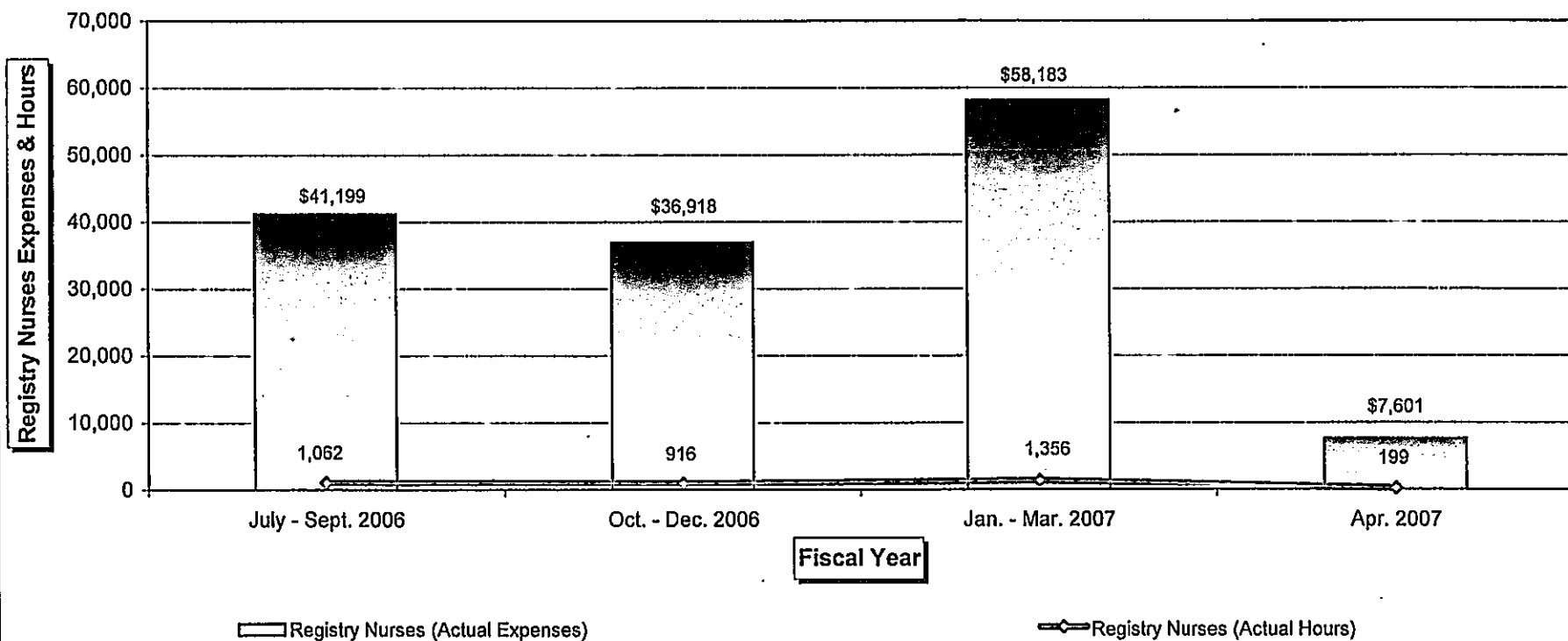


County of Los Angeles
Department of Health Services
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Fiscal Year 2006 - 2007
Registry Nurses

Juvenile Court Health Services



Data reflects current Monthly Registry Report as of 07-27-2007

	41,199	36,918	58,183	7,601
	1,062	916	1,356	199